

Overview

- Background & terms
- Examples of bias
- How to address unconscious bias

Protecting and Improving the Health of Iowans

Ground Rules

- Respect others
- Participate: be present and active
- Ask questions
- •Give your honest feedback

- This is a safe space
 Assume positive intent
 Stories shared here stay here (confidentality)
- Anything else?



Background	&	Terms
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Unconscious Bias



Media Partners. (2017). Unconscious bias test. Retrieved May 24, 2018 from https://www.youtube.com/watch?v=0veDFGo666s.

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Definitions (Listed on Handout)

Bias: a prejudice in favor of or against one thing, person, or group usually in a way that is considered to be unfair.

Unconscious bias: the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control.

Everyone holds unconscious beliefs about various social and identity groups.

Other important terms defined on the worksheet include **stereotype**, **microaggression**, **affinity bias**, and **stigma**.

Kirwan institute for the Study of Race and Ethnicity. (2017). The state of the Science: Implicit bias review. The Ohio State University. http://kirwaninstitute.osu.edu/wpc.content/uploads/2017/11/2017-50T5-final-draft-02.pdf. University of California, San Francisco. Office of Diversity and Outreach. (n.d.) Unconscious bias. Retrieved May 24, 2018 from https://diversity.ucsf.edu/resources/unconscious-bias.

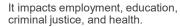


How Do You Feel? Activity

How Do You Feel Now?

Why is this Topic Important?

Bias - including unconscious bias contributes to real-world problems: discrimination, fear, violence, racism, sexism, xenophobia, and more.

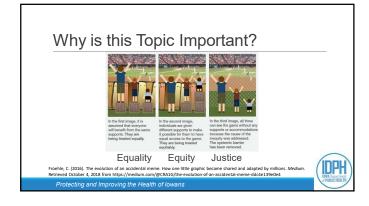


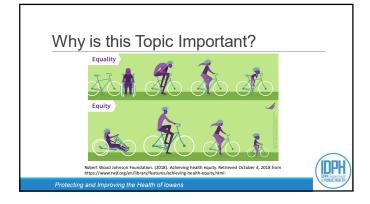


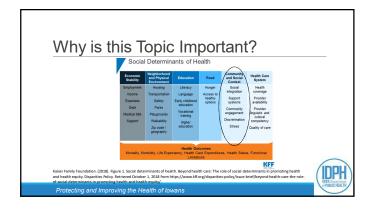
Bias significantly affects the lives of many people.

Kirwan Institute for the Study of Race and Ethnicity. (2017). The state of the Science: Implicit bias review. The Ohio State University, http://kirwanienstitute.ouv.edu/upv.content/uploads/2017/13/2017-5015-final-raft-02.pdf Psychology Today. (2018). Bias. Retrieved May 24, 2018 from https://www.psychologytoday.com/us/basscs/bias. Protecting and Improving the Health of Iowans









Why	is	this	Topic	Imp	oortar	ıt?
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We have a unique role and duty to address biases, including unconcious bias.

The mission of the Iowa Deaprtment of Public Health is protecting and improving the health of Iowans. **Health equity** is one of IDPH's guiding principles.

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Good News

Unconscious biases can be "unlearned."



Kirwan Institute for the Study of Race and Ethnicity. (2017). The state of the Science: Implicit bias review. The Ohio Stat

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Unconscious Bias

Peanut butter, jelly, and racism video from the Who, Me? Biased? video series. https://www.nytimes.com/video/us/100000004818663/peanut-butter-jelly-and-racism.html?playlistId=10000004821064

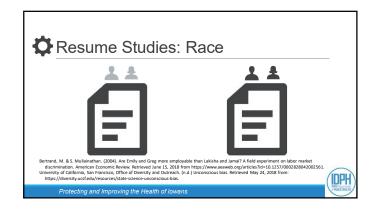


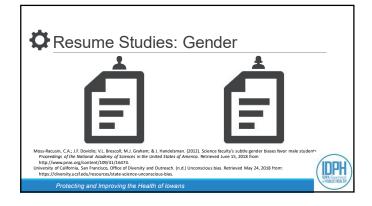
Reshamwala, S. (2017). Who, me? Blased?: Peanut butter, jelly, and racism. New York Times. Retrieved May 24, 2018 from https://www.nytimes.com/video/us/100000004818663/peanut-butter-jelly-and-racism.html?playlistid=100000004821064.



First Step: Identify the Problem	
Everyone has unconscious biases – it's how our brains work.	
The first step is to admit you – like everyone! - have unconscious biases.	
Without acknowledging that there's a problem, you won't be able to work on fixing it.	
Test yourself: https://implicit.harvard.edu/implicit/	
Protecting and Improving the Health of Iowans	
Everence of Dies	
Examples of Bias	
(DPH) WHAT REPORTED TO	
Protecting and Improving the Health of Iowans	
What Do You See?	
Be Cool, Follow The Rules	
20/20	
(IDDA)	

Study: CPS Workers Ards SD, Myers SL Jr, Ray P, Kim HE, Monroe K, Arteaga I. (2012). Racialized Perceptions and Child Neglect. Child Youth Serv Rev. 34(8):1480-1491. Houston, K. (2019). A closer look: Child welfare disproportionality. Village Arms. PowerPoint presentation. Child Welfare System There is ${\bf no}$ difference between races in the likelihood that a parent will abuse or neglect a child There is a **great** difference between races in the likelihood that a child will be removed from home and placed in foster care. African American families are no more likely to maltreat their children than White families. After controlling for such factors as income level, unemployment and location, African American communities actually have *lower* rates of child maltreatment than Caucasian communities. Houston, K. (2019). A closer look: Child welfare disproportionality. Village Arms. PowerPoint presentation. Casey family programs. Disproportionality in the child welfare system. https://www.ncsl.org/print/cyf/fostercarecolor.pdf Protecting and Improving the Health of Iowans Study: Preschool Teachers isthaway, B. (2016). Implicit bias may help explain high preschool expulsion rates for black children. YaleNews. Retrieved June 15, 2018 from https://news.yale.edu/2016/09/27/implich-bias-may-explain-high-preschool-expulsion-rates-black-children. Intersect. (2016). Bias story last a policy explosion, Irs a preschool-problem. National Public Radio. Retrieved June 15, 2018 from https://www.npro.prjection.pdf/2016/09/28/495480716/lias-sin-just-s-police-problem-stra-preschool-problem. and race relate to behavior and problem. Intersection of the problem of









Police and Bias: Shooter Bias

- Many studies have looked at a type of bias called shooter bias.
- The participants are shown pictures of either white or black people who were armed or unarmed.
- The participants, which in many studies are police officers, are asked to choose between "shoot" or "don't shoot" as quickly as possible.
- The results are that the participants shot armed black people faster than armed white people and chose "don't shoot" faster for unarmed white than unarmed black persons.

Mekawi, Y., & Bresin, K. (2015). Is the evidence from racial bias shooting task studies a smoking gun? Results from ineta-analysis. Journal of Experimental Social Psychology 61, 120–130. https://doi.org/10.1016/j.jesp.2015.08.002. Retrieved from https://psycat.ass.org/incot/2015.458-016.





Police and Bias

- The probability of being black, unarmed, and shot by police is about 3.49 times the probability of being white, unarmed, and shot by police on average.

 There are significant difference across counties in the extent of racial bias in police shootings, with
- some counties showing relative risk ratios of 20 to 1 or more.

 There is no relationship between county-level racial bias in police shootings and crime rates (even race-specific crime rates), meaning that the racial bias observed in police shootings in this data set is not explainable as a response to local-level crime rates.

Ross, Cody T. (2015). A multi-level Bayesian analysis of racial bias in police shootings at the county-level in the United States, 2011-2014. PLoS One. 10(11): e0141854. Retrieved from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4634878/





Healthcare Provider Bias: Race



against Black and/or Latino/a Americans versus White Americans

Hall, W.; M. Chapman; R. Colby, T. Coyne-Beasley; S. Day; E. Eng. K. Lee; A. Lightfoot; J. McGowan; Y. Merino; K. Payne; F. Siman; K. That 8. T. Thomas. (2015). A Systematic Review to Understand What we Know about Implicit Racial/Ethnic Bas and Healthcare Outcomes. American Public Health Association, Enterwed June 15, 2018 from American Public Health Association, Enterwed June 25, 2018 from Racial/Ethnic, Blas, and Healthcare, Outcomes



Healthcare Provider Bias: Race

- White oncologists with higher implicit racial bias had:

 Less reported involvement of African American patient in treatment decision
- Less time spent with patients
- Lower blind observers' ratings of physician supportiveness
- Less smiling at the patient



Pernor; LA. J.F. Dovidio, R. Gorzaler, T.L. Albrecht, R. Chapman, T. Forter, F.M. Harper, N. Haghware, L.M. Harnel, M.T. Shleth, S. Gadgeel, M.S. Shmo; J.J. Griggs, S. S. Eighl, (2016), The effects of encologist majoritation in ocially discordant oncology interactions, J Clin Oncol. Bettieved June 12, 2018 from https://www.echi.min.mip.gov/junden/2723586.
Albrecht, T.L. (2018), Multilevel social and behavioral determinants of ancer treatment disparities: 20 years of evolving research. Barbara Ann Karmanoc Cancer Institute, Retrieved August 2, 2018 from http://mreze.mdch.train.org/piirtps/tho/?launcher=false&ts/Content=true&pbMode=normal.







Healthcare Provider Bias: Weight

Many healthcare providers hold strong negative attitudes and stereotypes about people with obesity. These attitudes affect:

- Perceptions
- Judgment
- Interpersonal behavior
- Decision-making



Kolata, G. (2016). Why do obese patients get worse care? Many can't see past the fat. The New York Times. Retrieved June 25, 2018. https://www.nyfimes.com/2016/09/25/heelthy/obese-patients-health-care hard phelia, SM, D. J. Burgess, MMX Yeasel, W. Hellerstept J. M. Griffin; & M. van Ryn. (2015). Impact of weight bias and stigma on quality care and outcomes for patients with obesity. Obesity Treatment/Outcomes. Retrieved June 15, 2018 from https://online/binzy.wileyco.m/oi/obj./3/10.111/jobi.125/s.



Lost Excess Weight is Difficult to Keep Off



"It's like asking someone to hold their breath. You can do it for a little while, but it's very difficult to do it for much longer than a minute or two." The New York Times. (2016). Why It's hard to keep the pounds off. You Tube. Retrieved June 13, 2018 from https://www.youbube.com/waich?vg-MPOTUJOX.

Kolata, G. (2016). After 'The Biggest Loser,' their bodies fought to regain weight. The New York Times. Retrieved June 15, 2018 from https://www.nytimes.com/2016/05/02/health/biggest-loser-weight-loss.html.

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What are some common beliefs about weight loss and obesity in our society?

"Losing weight and keeping it off is easy – just eat healthier and be more active." $\,$

"Being overweight or obese is a choice."

"Shame will help prevent obesity."



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Common Ideas in Our Society

-Losing weight and keeping it off is easy—just eat healthier and be more active.

While many people are able to lose some weight in the short term, keeping weight off long-term is extremely difficult for most people. Eating healthier and being more active are important for being healthy, but for most people who lose weight, the body fights back to regain the lost weight.

Greenway, F.L. (2015). Physiological adaptations to weight loss and factors favouring weight regain. International Journal of Obesity. 35 1188-1196. Accessed August 14, 2018 from https://www.nature.com/articles/ijo201559.



Common Ideas	in	Our	Society	V
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Being overweight or obese is a choice.

Personal decisions are a part of why someone weighs the way they do, but it's a lot more complicated than just a choice.

Environmental, biological, and socioeconomic factors influence weight too. In many communities, it's easier and cheaper to buy an orange soda than an orange.

Children with overweight or obesity complicate this idea as well-how much choice do they have in what they are given to eat?

ell - IDPH

Common Ideas in Our Society

-Shame will help prevent obesity.

The opposite is true. Stigma can lead to binge eating and other health issues.

Pearl, R.L. (2018). Weight bias and stigma: Public health implications and structural solutions. Social Issues and Policy Review. 12(1): 146-18: Retrieved from: https://possl.onlinelibrary.wiley.com/doi/pdf/10.1111/sipr.12043.

Bartoshuk, L. (2010). This stigma of obesity. Psychological Science. Retrieved from:

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Why is this Important?

<u>Main point:</u> Weight bias and stigma are very common. Public health interventions, if not carefully thought out, can perpetuate weight bias and stigma.

Why is this important? Weight bias and stigma affects quality of life and has immediate and long-term consequences on emotional and physical health for people with overweight and obesity.

Pearl, R.L. (2018). Weight bias and stigma: Public health implications and structural solutions. Social Issues and Policy Review. 12(1): 146-182. Retrieved from: https://spssi.onlinelibrary.wiley.com/doi/pdf/10.1111/sipr.12043.



Weight Stigma and Bias: Effects

- Negatively impacts job-related outcomes (hiring decisions, salary, promotions)
- Bullying and discrimination in educational settings
- •Impacts healthcare: many healthcare providers have weight bias, many providers have less respect for patients with obesity, patients may feel stigmatized if healthcare office does not have adequately sized
- •Mental and physical health: depression, anxiety, lower self-esteem, poor body image, eating disorders, binge eating, lower physical activity

Pearl, R.L. (2018). Weight bias and stigma: Public health implications and structural is Retrieved from: https://pssis.onlinelibrary.wiley.com/doi/pdf/10.1111/sior.12043. Bartoshuk, L. (2010). This stigma of boosty. Psychological Science. Retrieved from: https://www.psychologicalscience.org/observer/this-stigma-of-obesity.

Adolescents: Preventing Obesity and Eating Disorders

"Obesity and eating disorders (EDs) are both prevalent in adolescents. There are concerns that obesity prevention efforts may lead to the development of an ED. Most adolescents who develop an ED did not have obesity previously, but some teenagers, in an attempt to lose weight, may develop an ED."

-American Academy of Pediatrics

Golden, N.H.; M. Schneider; & C. Wood. (2016). Preventing obesity and eating disorders in adolescents. *Pediatrics*. Retrieved August 14. 2018 from: http://pediatrics.aappublications.org/content/early/2016/08/18/peds.2016-1649

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Adolescents: Preventing Obesity and Eating Disorders

Dieting. Dieting, defined as caloric restriction with the goal of weight loss, is a risk factor for both obesity and EDs.

Family meals. Family meals have been associated with improved dietary intake and provide opportunities for modeling behavior by parents...

 ${\it Weight\ talk}. Weight\ talk\ by\ family\ members\ refers\ to\ comments\ made\ by\ family\ members\ about\ their\ own\ weight\ or\ comments\ made\ to\ the\ child\ by\ parents\ to\ encourage\ weight\ loss...$

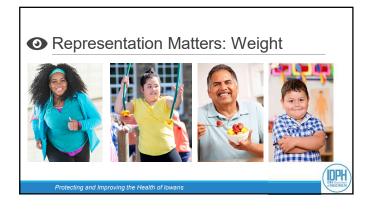
Weight teasing. Family weight teasing predicts the development of overweight status, binge eating, and extreme weight-control behaviors in girls and overweight status in boys.

Healthy body image. Approximately half of teenage girls and one-quarter of teenage boys are dissatisfied with their bodies; these numbers are higher in overweight teenagers. 26 Body dissatisfaction is a known risk factor for both EDs and disordered eating, higher scores of body dissatisfaction are associated with more dieting and unhealthy weight-control behaviors in both boys and girls, reduced physical activity in girls, and more binge eating in boys. 26

Golden, N.H.; M. Schneider; & C. Wood. (2016). Preventing obesity and eating disorders in adolescents. Pediatrics. Retrieved August 14, 2018 from: http://pediatrics.aappublications.org/content/early/2016/08/18/peds.2016-1649



Representation Matters: Weight Protecting and Improving the Health of lowans	
Representation Matters: Weight Study looked at portrayals of people with overweight or obesity in online newstories: 720/0 of images were portrayed in a stigmatizing manner Heuer, CA, K.1 McClap. 8 t.M. Publ. (2011). Obesity stigma in online news: a visual content analysis. Journal of Health Communication 0:1-12. Interest in the 18, 2018 from http://www.commundcrener.org/resources/upload/docs/shaf/blas/fose/shaf/blas/fose-promis portrayed in online news. Junnal of Health Communication 1:1:12. Retired value as 2, 2018 from http://www.commundcrener.org/resources/upload/docs/shaf/blas/fode-AnalysisOnlineNews_HC_2.13.pdf. Protecting and Improving the Health of Iowans	
Representation Matters: Weight Youth-targeted TV shows that contain weight-stimatizing content: 50% Robinson, T., M. Callister, T. Jankoski. (2008). Portrayal of body weight on children's television strooms: a content analysis. <i>Body Image</i> , 5 (2): 121-131. Representation of Content analysis of weight stigmatization in popular television. Proceedings and Improving the Health of Jowans	





Race	Racism, discrimination, violence, pay gap
Ethnicity	Xenophobia, anti-immigrant sentiment
Age	Age discrimination, child abuse, elder abuse
Sex	Sexism, misogyny, pay gap
Gender Identity	. Bullying, limited gender roles, violence
Sexual Orientation	Homophobia, discrimination, violence, bullying
Physical Abilities	. Ableism, lack of accessibility, mental health stigma
Religion	Religious oppression, Islamophobia, anti-Semitism
Socioeconomic status	Classism, elitism, difference in clinical treatment
Weight	. Bullying, less likely to see a provider

Microaggressions

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

When these recur over time, they can send powerful signals that impact engagement at work and how we perceive ourselves and others.

Some people use the term "micro-behaviors."

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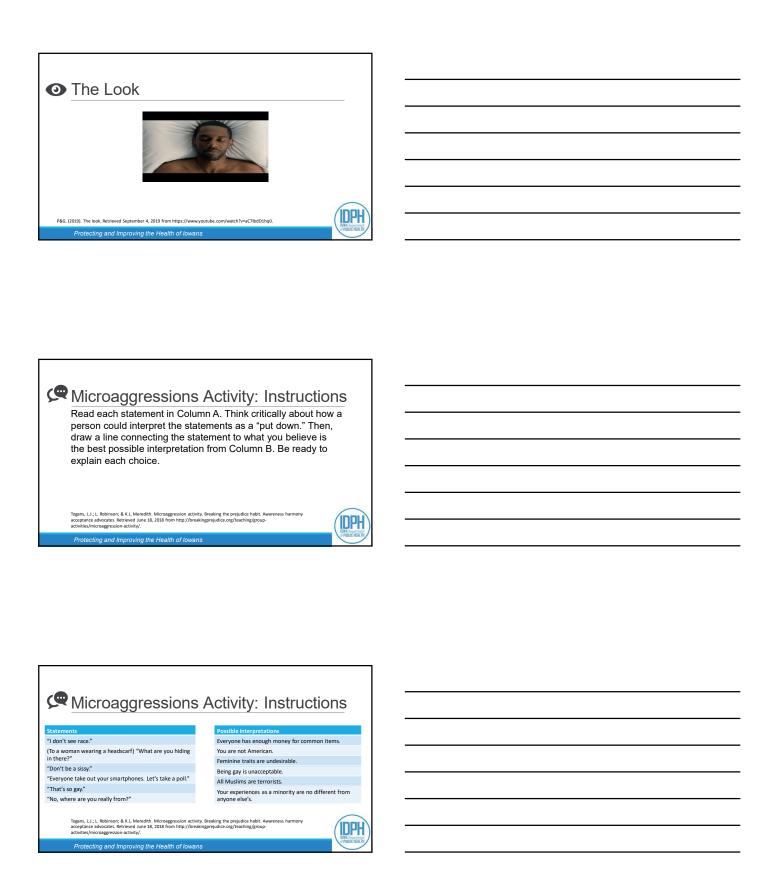
Microaggresions in Healthcare

Minority resident physicians reported being mistaken for nonmedical staff in the hospital, despite... wearing white coats, stethoscopes, and identification badges and introducing themselves as physicians.

"Oh, the janitor was so smart. He was telling everybody else what to do. He really knew his stuff."

Osseo-Asare, A.; Balssuriya, L.; Huot, S.L.; & et. al. (2018). Minority resident physicians' views on the role of race/ethnicity in their cexpenences in the workplace. JMM. 1(5):e18273. Retrieved October 2, 2018: https://jlamanetwork.com/journals/jamanetworkpoem/fullstriels/279394.





Microaggressions	
Intention ≠ impact.	



Statements

Possible Interpretations

"I don't see race."

Your experiences as a minority are no different from anyone else's.

(To a woman wearing a headscarf) "What are you hiding in there?"

"Don't be a sissy."

Feminine traits are undesirable.

"Everyone take out your smartphones. Let's take a poll."

"Everyone take out your smartphones.
Let's take a poll."

"That's so gay."

Being gay is unacceptable.

"No, where are you really from?"

Possible Interpretation/Impact

The way you are treated because of your race is not important/irrelevant.

The way you are treated because of your race is not important/irrelevant.

It believe all Muslims are terrorists and have something to hide.

To uare behaving like a little girl/baby, and that is a bad thing. Your fears are invalid/irrelevant.

All students have enough money to purchase with young people.

It will suit with save enough money to purchase and maintain a smartphone.

Let's take a poll."

That's so gay."

Being gay is unacceptable.

You are not American.

I'm interested in you.

Possible Interpretation/Impact

The way you are treated because of your race is not important/irrelevant.

The way you are treated because of your race is not important/irrelevant.

The way you are treated because of your race is not important/irrelevant.

The way you are treated because of your race is not important/irrelevant.

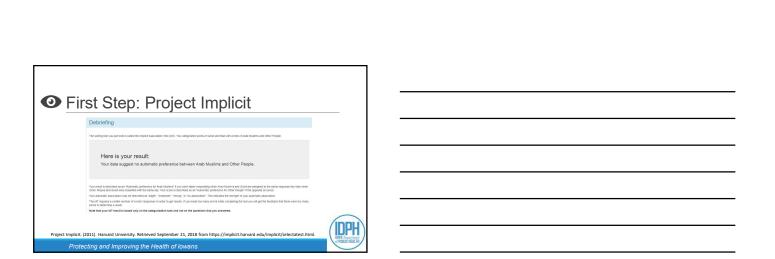
The way you are treated because of your race everyone as equal.

Addressing Unconscious Bias



First Step: Promote Self-Awareness Everyone has unconscious bias – it's how our brains work. The first step is to admit you – like everyone! - have unconscious bias. Without acknowledging that there's a problem, you won't be able to work on fixing it. Test yourself: https://implicit.harvard.edu/implicit/ Unwerty of callows, be reaccop, office of deserted piled Journals in Memorie May 24, 2018 from the production and deserved in the production in the Memorie May 24, 2018 from the production and deserved may 24, 2018 from the production and the pr

First Step: Project Implicit





Individual Strategies

Understand the nature of bias. Understanding that unconscious bias is a normal aspect of human cognition can help individuals approach their own biases in a more informed and open way. Enhancing emotional regulation skills to promote positive emotions is important.

There's no one-time fix.

- Burgess, D.; M. van Ryn; J. Dovidio; & S. Saha. (2007). Reducing racial bias among health care providers: Lessons from social-cognitive psychology. J Gen intern Med 22(6): 882-887. Retreeved June 18, 2018 from https://www.nst.nm.ing.bu/pm/cntcke/PMC221983/. University of California, San Francisco, Office of Diversity and Cottreach (n.d.) Unconscious bias. Retrieved May 24, 2018 from https://diversity.cs/doi/ps/cource/fata-e-science-unconscious-bias.





Slow Down & Be Aware: Practice Mindfulness

Mindfulness activities have been shown to help address biases, including among healthcare providers.

Snacks and Punishment video from the Who, Me? Biased? video series:

https://www.nytimes.com/video/us/100000004818677/sna cks-and-punishment.html

Kirwan Institute for the Study of Race and Ethnicity, (2017). The state of the Science: Implicit bias review. The Ohio State University, http://kirwaninstitute.osu.edu/wp-content/uploads/2017/13/2017-50TS-final-draft-02.pdf Reshamwala, S. (2017). Who, me? Biased?: Snacks and punishment. New York Times. Retrieved June 18, 2018 from https://www.nytimes.com/video/us/120000000818877/snacks-and-punishment.html.





Slow Down & Be Aware: Practice Mindfulness

The Loving-Kindness Meditation: https://ggia.berkeley.edu/practice/loving_kindne

ss meditation









Inform Yourself

Check out the resources listed on your worksheet!

Think critically about the media you consume – the TV shows and movies you watch, the books and articles and news you read – how are others who are different from you portrayed? Are others who are different from you involved in creating the materials?



Bias Cleanse MTV has a "bias cleanse" program: http://www.lookdifferent.org/what-cani-do/bias-cleanse MTV. (n.d.). Look different: Bias cleanse. Retrieved June 18, 2018. http://www.lookdifferent.org/what-can-i-Racism: APHA Series American Public Health Association: The Impact of Racism on the Health and Wellbeing of the Nation webinar series. Link: https://www.apha.org/ events-and-meetings/webinars/ racism-and-health Protecting and Improving the Health of Iowan Interact with Others Get out and interact with others who are different from you or who you might have an unconscious bias against. Go to cultural events. Visit unfamiliar places.

Be an Active Bystander

- 1. Identify the emergence of bias.
- 2. Decide to address the situation.
- 3. Take Action. (This ties into the frog riddle.)
- 4. Continue the conversation.

Strategies for speaking out: use direct communication, state that you are uncomfortable, and/or ask questions that invite discussion ("What do you mean when you said that?"). Call out versus call in

Kirwan Institute for the Study of Race and Ethnicity. (2017). The state of the Science: Implicit bias review. The Ohio State University. http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/2017-S0TS-final-draft-02.pdf



If You Are the Recipient

If someone tells you that something you said or did offended them, don't get defensive.

Realize that it took courage to let them know.

Apologize, thank them for letting you know, and tell them you won't do it again. Reflect.

Kirwan Institute for the Study of Race and Ethnicity. (2017). The state of the Science: Implicit bias review. The Ohio State University. http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/2017-SOTS-final-draft-02.pdf



Active Bystander Activity: Instructions

This activity is to practice being an active bystander. Pair up.

Have one person (person A) say something that could count as a microaggression or being biased, such as saying "Where are you really from?" (to a person of color).

The other person (person B) practices responding. Tips: use direct communication, state that you are uncomfortable, and/or ask questions that invite discussion ("What do you mean when you said that?").

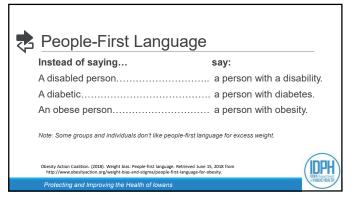
Person A practices reacting positively to being called out.

Give feedback. Discuss. Then switch roles.











Individual Strategies: 3 Steps	
	-
 We have to get out of denial. 2. Walk toward your discomfort. 3. If you see something, have the courage to say something. Myers. V. (2014). How to Overcome Our Biases? Walk Boldy Toward Them. TED&BeaconStreet. Retrieved September 4, 2019 from https://www.ted.com/talk/venn_myers.how to Overcome our biases; wide, boldy!, toward them?fainguage=en. 	
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,	
Institutional Strategies	
Develop concrete, objective indicators & outcomes for hiring, evaluation, and promotion	
to reduce standard stereotypes. Make sure	
these are applied fairly. Use data to make decisions. Be transparent.	
Dobbin, F. & A. Kalev. (2016). Why diversity programs fall. Harvard Business Review. Retrieved June 18, 2018 from https://bb.org/2016/07/why-diversity-programs-fall. Kirwan Institute for the Judy of Race and Ethiniotity, (2017). The state of the Science: implicit bias review. The Ohio State	
University: http://kinvaninstitute.oss.edu/wp-content/ploads/2017/11/2017-50TS-final-draft-02.pdf University of California, Ser Francisco, Office of Obsersity and Outerache. (n. d.) Unconscious bias. Retrieved May 24, 2018 from https://diversity.ucfledu/resources/state-science-unconscious-bias.	
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Institutional Strategies: To Increase Diversity	
Engage managers in solving the	
problem. Frame it positively .	
College recruitment programs and	-
mentoring can help workplaces.	
Dobbin, F. & A. Kalev, (2016). Why diversity programs fall, Horvard Rusiness Review. Retrieved June 18, 2018 from https://hbc.org/2016/07/why-diversity-programs-fall.	

Institutional Strategies: To Increase Diversity	
Expose managers to people from	
different groups.	
0.11	
Self-managed teams and cross-training help workplaces.	
Ticip Workplaces.	
Dobbin, F. 8. A. Kaleu. (2016). Why diversity programs fail. Harvard Business Review. Retrieved June 18, 2018 from https://hbt.org/2016/07/why-diversity-programs-fail	
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Institutional Strategies: To Increase Diversity	
Encourage social accountability for	
change.	-
Social accountability is the desire to look	
fair-minded. Diversity task forces and	
managers help. Be transparent.	
Dobbin, F. & A. Kalev. (2016). Why diversity programs fall. Harvard Business Review. Retrieved June 18, 2018 from https://hbc.org/2016/07/why-diversity-programs-fall	
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]
Institutional Strategies	
Provide unconscious bias training and meditation workshops for employees. Encourage everyone to	
attend.	
University of California, San Francisco, Office of Diversity and Outreach. (n.d.) Unconscious bias. Retrieved May 24, 2018 from: https://diversity.ucsf.edu/resources/state-science-unconscious-bias.	
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Institutional Strategies for Weight Stigma

Schools:

■Adopt anti-bulling policies

■Train teachers

Healthcare initiatives:

■Educate & train providers ■Change the physical

environment

Worksites:

■Incorporate weight into workplace discrimination and harassment trainings

Media practices:

■Images

■News coverage

■Public health campaigns

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Institutional Strategies for Weight Stigma Record measurements without making comments on the height or weight.

spacing.

Ensure equipment is appropriately sized Weigh in a private area that protects confidentiality

Do not give unsolicited advice to lose weight (ask permission to have a conversation about health) Ensure staff do not have disrespectful or negative attitudes

Use phrases such as "we need to check your growth today."



Resource for Media Portrayals of Individuals with Obesity

The Obesity Action Coalition, The Obesity Society, & the Rudd Center for Food Policy & Obesity published guidelines for the portrayal of individuals with & Images of Individuals Affected by Obesity:

- 1) Respect Diversity & Avoid Stereotypes
- 2) Appropriate Language & Terminology 3) Balanced & Accurate Coverage of Obesity
- 4) Appropriate Pictures



Let them know they can stand facing

Ensure sturdy/armless chairs and ample

Eliminate stigmatizing posters, reading

towards or away from the scale.

materials, media, etc.





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Protecting and Improving the Health of Iowans

Ending Thoughts: Melanie Funchess





Deflection	
Reflection	
■Thoughts on the training?	
•How to improve the training?	
INTU	
Protecting and Improving the Health of Iowans	
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